

## Message Text

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ACTION LAB-04

INFO OCT-01 NEA-10 IO-13 ISO-00 CIAE-00 COME-00 EB-08  
INR-07 NSAE-00 SIL-01 /044 W  
-----310940Z 120654 /10  
R 310612Z JAN QUU  
FM AMEMBASSY NEW DELHI  
TO SECSTATE WASHDC 865

LIMITED OFFICIAL USE SECTION 1 OF 2 NEW DELHI 1349

EO 11652: NA  
TAGS: ELAB, ILO, IN  
SUBJ: ILO ACTIVITIES IN INDIA

REFS: A. STATE 3255, B. STATE 14096

1. WITH CAVEAT OF PARA 2 REF (A) KEPT IN MIND, EMBASSY  
HAS BEEN ABLE TO OBTAIN FOLLOWING INFORMATION REQUESTED  
ON PROJECTS LISTED REF (B).

2. ADVANCED VOCATIONAL TRAINING INSTITUTE, MADRAS,  
NUMBER IND/67-575: THIS INSTITUTE IS INTENDED TO SERVE  
AS A MODEL FOR THE UPGRADING OF THE EXISTING SYSTEM OF  
INDUSTRIAL TRAINING INTITUTES (400 THROUGHOUT THE  
COUNTRY) WHICH REPORTEDLY HAVE BECOME OUTMODED AND  
BUREAUCRATICALLY OVER-BURDENED. TWENTY-ONE ADDI-  
TIONAL ADVANCED TRAINING CENTERS ARE PLANNED ON THE  
MADRAS MODEL.

A. OBJECTIVES: SEE NEW DELHI A-100 OF APRIL 1976.

B. TRIPARTISM: THE ILO OFFICE IN NEW DELHI SEEKS  
TO HAVE WORKER AND EMPLOYER REPRESENTATION ON THE  
COMMITTEES OF DIRECTION ESTABLISHED FOR EACH PROJECT.  
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IN THIS PROJECT PARTICIPATION IS SAID TO BE MEANINGFUL.

C. INSTITUTIONAL SUPPORT: NO SIGNIFICANT PROBLEMS  
ARE KNOWN.

D. SUCCESS OF IMPLEMENTATION: THE PROJECT IS  
CONSIDERED HIGHLY SUCCESSFUL. SEE NEW DELHI A-100.

3. NATIONAL LABOUR INSTITUTE (NLI), NUMBER IND/74-039:  
THE NLI IS AN "AUTONOMOUS" RESEARCH/TRAINING CENTER  
LOCATED IN NEW DELHI WHICH HAS FOCUSED ON INDUSTRIAL  
WORK REDESIGN AND CONSCIOUSNESS-RAISING AMONG THE RURAL  
POOR.

A. OBJECTIVES: THE PROJECT SEEKS TO DEVELOP TECHNIQUES  
FOR IMPROVED LABOR RELATIONS IN BOTH INDUSTRIAL AND  
RURAL SETTINGS AND TO IMPART THEM TO THOSE WHO ARE  
DIRECTLY AND INDIRECTLY INVOLVED IN THE PROCESS. THE  
LABOR COUNSELOR BELIEVES THAT THE RESEARCH ON TECHNI-  
QUES OF INCREASING WORK COMMITMENT IS POTENTIALLY SUCCESSFUL.  
THE NLI HAS ALREADY PERFORMED CONSULTANCY SERVICES FOR  
SEVERAL LARGE ENTERPRISES IN THE AREA OF WORK REDESIGN,  
BUT NO EVALUATION OF THIS WORK IS AVAILABLE. THE RURAL  
TRAINING ACTIVITIES OF THE NLI HAVE BEEN CRITICIZED FOR  
FAILING TO GO BEYOND INSTRUCTING THE RURAL POOR AS TO  
THEIR RIGHTS AND FOR NOT ASSISTING THEM ATTAIN APPRO-  
PRIATE ECONOMIC SOLUTIONS TO THEIR PROBLEMS.

B. TRIPARTISM: CONSIDERED MEANINGFUL.

C. INSTITUTIONAL SUPPORT; BOTH THE GOI AND ILO ARE  
FULLY SUPPORTING THIS PROJECT.

D. SUCCESS OF IMPLEMENTATION; THE PROJECT IS IN  
ITS SECOND YEAR AND ON SCHEDULE. ACCORDING TO AN ILO-  
SPONSORED TRIPARTITE REVIEW OF THE PROJECT (NOVEMBER  
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1976), GENERALLY VERY SATISFACTORY PROGRESS HAS BEEN  
REALIZED. THE LABOR COUNSELOR BELIEVES IT IS STILL  
TOO EARLY TO JUDGE THE PROJECT, ESPECIALLY IN TERMS OF  
ITS IMPACT ON RURAL LABOR. HOWEVER, WE SHOULD NOTE  
THAT THE NLI IS WORKING IN AN AREA WHERE PREVIOUSLY  
ALMOST NOTHING OF A CONSTRUCTIVE NATURE HAS BEEN ACCOM-  
PLISHED.

4. NATIONAL INSTITUTE FOR TRAINING IN INDUSTRIAL  
ENGINEERING (NITIE), BOMBAY, NUMBER IND/70-040: THIS  
IS A RESEARCH/CONSULTANCY/TRAINING INSTITUTE. ACCORDING  
TO THE ILO, THE UNDP CONTRIBUTION IS \$259,000 AND THE  
GOI IS CONTRIBUTING THE RUPEE EQUIVALENT OF \$916,610  
(US \$1 EQUALS RS 8.85)

A. OBJECTIVES: NITIE PROVIDES TRAINING, RESEARCH,  
AND CONSULTANCY SERVICES IN THE FIELD OF INDUSTRIAL  
ENGINEERING. ALL OF THESE, IN THE OPINION OF THE  
LABOR COUNSELOR, ARE RELEVANT TO INDIA'S NEEDS. THERE

IS SOME QUESTION, HOWEVER, AS TO HOW NITIE'S ACTIVITIES ARE RELATED TO THOSE OF OTHER ORGANIZATIONS SUCH AS THE NATIONAL PRODUCTIVITY COUNCIL.

B. TRIPARTISM: NO INFORMATION.

C. INSTITUTIONAL SUPPORT: SEE (D) BELOW.

D. SUCCESS OF IMPLEMENTATION: THE PRESENT PHASE OF THE PROJECT IS ALMOST COMPLETE, AND THE ILO IS PROPOSING A "TERMINAL PACKAGE" WHICH WOULD CONSOLIDATE THE WORK ALREADY UNDERTAKEN. THIS REPORTEDLY WILL REQUIRE A MINIMUM AMOUNT OF INTERNATIONAL INPUTS.

A NUMBER OF WEAKNESSES ARE NOTED IN THIS PROJECT: FIRST, THE PROJECT HAS NOT BEEN SUFFICIENTLY BACKSTOPPED BY THE GOI, REPORTEDLY BECAUSE NO SINGLE GOI LIMITED OFFICIAL USE

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OFFICE WAS MADE RESPONSIBLE FOR NTIE. AND SECONDLY, WE ARE TOLD THAT THE INSTITUTE SUFFERS FROM NOT HAVING A CLEARLY DEFINED ROLE. THE APPROPRIATE MIX OF TRAINING, RESEARCH, AND CONSULTANCY ACTIVITIES HAS NOT BEEN ADEQUATELY SPECIFIED.

5. CENTRAL INSTITUTE FOR TOOL DESIGN AT HYDERABAD, NUMBER IND/74-022 (QQ): THIS INSTITUTE PROVIDES TRAINING IN TOOL DESIGN BUT ALSO DOES A CERTAIN AMOUNT OF TOOL MANUFACTURE. IT SERVES THE SMALL INDUSTRIAL ENTERPRISES WHICH NORMALLY DO NOT HAVE THEIR OWN FACILITIES. ACCORDING TO ILO FIGURES, THE UNDP CONTRIBUTION IS \$295,600 AND THAT OF THE GOI IS THE RUPEE EQUIVALENT OF \$166,440.

6. SELF DEVELOPMENT OF MANAGERS IN INDIA, NUMBER IND/75-028: THIS PROJECT IS EXPECTED TO COMMECE THIS YEAR SUBJECT TO THE AVAILABILITY OF UNDP FUNDS.

7. DEVELOPMENT OF CONSUMER COOPERATIVES, NUMBER ILO/SIDA/71/IND-2: THE SWEDISH (SIDA) CONTRIBUTION IS \$628,690 AND THE GOI CONTRIBUTION IS THE RUPEE EQUIVALENT OF \$186,607.

A. OBJECTIVES: THESE INCLUDE: FORMULATING MANAGEMENT AND OPERATIONAL GUIDELINES, BUILDING UP CADRES OF MANAGERS AND EXPERTS, STRENGTHENING EXISTING COOPERATIVES, AND PLANNING AND LAUNCHING NEW ONES. THESE ARE RELEVANT AND NECESSARY GOALS.

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INFO OCT-01 NEA-10 ISO-00 IO-13 CIAE-00 COME-00 EB-08  
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B. TRIPARTISM: NOT KNOWN.

C. INSTITUTIONAL SUPPORT: THE EVALUATIONS IN THIS AND PARA (D) ARE DRAWN FROM SIDA'S "MID-TERM EVALUATION MISSION'S REPORT," FEBRUARY-MARCH 1976. THE PROJECT EXPERTS WERE SAID TO HAVE GENERALLY PERFORMED IN A SATISFACTORY MANNER IN "THE CONDITIONS PREVAILING." THE ILO SUPERVISION AND MONITORING WAS ADEQUATE. GOI SUPPORT WAS ALSO JUDGED ADEQUATE.

D. SUCCESS OF IMPLEMENTATION: IN THE OPINIONS OF THE ILO, SIDA, AND THE RESIDENT REPRESENTATIVE OF CLUSA, THIS PROJECT IS CLEARLY SUCCESSFUL. THE LATTER COMMENTED THAT THE SYSTEMS AND TRAINING OFFERED WERE APPROPRIATE, AND THE RECOMMENDATIONS HAVE BEEN ACCEPTED.

THE FIRST PHASE OF THIS PROJECT TERMINATES ON 31 MARCH 1977. SIDA IS PROPOSING A SECOND PHASE TO CONTINUE AND CONSOLIDATE THE WORK ACCOMPLISHED, AND A FORMAL REQUEST FROM THE GOI IS AWAITED.

8. ADVANCED INSTITUTE FOR ELECTRONICS AND PROCESS INSTRUMENTATION, HYDERABAD, NUMBER ILO/SIDA/71/IND-1; THE SIDA CONTRIBUTION IS THE SKR EQUIVALENT OF \$1,728,000

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A. OBJECTIVES: TO TRAIN HIGHLY SKILLED CRAFTSMEN AND TECHNICIANS IN THE GENERAL FIELDS OF ELECTRONICS AND INSTRUMENTATION AND TO SET UP AN ADVANCED TRAINING INSTITUTE FOR ELECTRONICS AND PROCESS INSTRUMENTATION. THESE OBJECTIVES APPEAR TO BE APPROPRIATE.

B. TRIPARTISM: NOT KNOWN.

C. INSTITUTIONAL SUPPORT: DELAYS HAVE BEEN ENCOUNTERED IN CONSTRUCTION AND IN THE RECRUITMENT OF ILO PROJECT PERSONNEL. IT TOOK APPROXIMATELY A YEAR AND A HALF TO FIND A PROJECT MANAGER.

D. SUCCESS OF IMPLEMENTATION: NO EVALUATION OF THE TRAINEES HAS BEEN MADE.

9. FRAGMENTARY INFORMATION ONLY IS AVAILABLE ON THE OTHER PROJECTS LISTED REF (B):

A. INDUSTRIAL RELATIONS, NUMBER IND/74-031: THE UNDP SPONSORED THREE FELLOWSHIPS IN THE US (JUNE-DEC 1976) FOR GOI OFFICIALS TO STUDY MINE AND DOCK SAFETY AND INDUSTRIAL RELATIONS AT A COST OF \$12,150.

B. CENTRAL LABOR INSTITUTE, BOMBAY, NUMBER IND/71-056: THE UNDP CONTRIBUTED \$20,778 BETWEEN 1972-1973 TO TRAIN INSTRUCTORS OF CRAFTSMEN.

C. TRAINING CONFERENCES, NUMBERS IND/74-084 AND IND/74-048: \$13,000 OF UNDP FUNDS WERE EXPENDED IN ARCH 1975 TO ENABLE TWO OFFICIALS FROM THE PLANNING COMMISSION TO ATTEND A CONFERENCE IN CARACAS, VENEZUELA.

D. STUDY TOUR OF LIVING AND WORKING CONDITIONS OF INDUSTRIAL WORKERS IN GENERAL AND MINE WORKERS IN LIMITED OFFICIAL USE

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PARTICULAR, NUMBER IND/75-085: \$2,200 OF UNDP FUNDS WERE EXPENDED TO ENABLE TWO LABOR MINISTRY LABOR WELFARE OFFICERS TO ATTEND THE ABOVE CONFERENCE, MAY TO JULY ,1976.

10. 1975 STUDY ON THE CONDITIONS OF LIFE AND WELFARE ON PLANTATIONS: NO INFORMATION IS AVAILABLE. THE ILO OFFICE NEW DELHI IS NOT ABLE TO LOCATE A COPY OF THE REPORT.

11. 1973 STUDY, "GENERATING EMPLOYMENT FOR THE EDUCATED IN INDIA": IT IS DIFFICULT TO ASSESS THE IMPACT OF THIS REPORT, AS THE PROBLEM OF UNEMPLOYED EDUCATED PERSONS

WOULD APPEAR TO BE INCREASING. FOR MANY OF THE 67 RECOMMENDATIONS MADE, WE HAVE NO INFORMATION ABOUT IMPLEMENTATION. FOR THE OTHERS, IT IS NOT POSSIBLE TO DETERMINE WHETHER A SCHEME UNDERTAKEN TO DEAL WITH THE PROBLEM WAS PROMPTED BY THE REPORT OR, CONVERSELY, WHETHER THE ABSENCE OF A PROGRAM INDICATES AN EXPLICIT GOI REJECTION OF A RECOMMENDATION MADE. MANY OF THE EDUCATIONAL AND EMPLOYMENT PROGRAMS TO DEAL WITH THIS PROGRAM ARE OF RECENT VINTAGE, WHEREAS THE REPORT WAS PUBLISHED IN APRIL 1973.

12. ILO EFFORTS IN THE RURAL SECTOR: TO DATE, THE ILO'S EFFORTS HAVE FOCUSED MAINLY ON THE INDUSTRIAL AND MINING SECTORS. A SENIOR ILO OFFICIAL IN NEW DELHI STATED THAT GOI BUREAUCRATS ARE RELUCTANT TO EXPAND PROGRAMS SUCH AS VOCATIONAL TRAINING INTO THE RURAL AREAS. NEVERTHELESS, THE ILO IS DETERMINED TO BE RESPONSIVE TO THE EMPHASIS ON THE RURAL SECTOR, TAKING ITS CUE NOT ONLY FROM THE 1975 ASIAN REGIONAL CONFERENCE BUT FROM THE PRIME MINISTER'S 20 POINT ECONOMIC PROGRAM. THE FOLLOWING ARE SOME OF THESE PROJECTS:

A. ASSISTANCE TO THE TRIBALS OF BIDNAPUR, WEST LIMITED OFFICIAL USE

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BENGAL: THIS PROJECT IS BEING CARRIED OUT WITH OFFICIALS OF THE WEST BENGAL GOVERNMENT AND THE NATIONAL LABOUR INSTITUTE AND IS DESIGNED TO ALLEVIATE THE PROBLEMS OF EMPLOYMENT IN THE REGION. AFFORESTATION AND CROP DEVELOPMENT ARE EMPHASIZED.

B. THE AURANGABAD EXPERIMENT; THIS IS A PROJECT DEVELOPED BY VIJENDRA KABRA, DIRECTOR OF THE ICFTU ASIAN REGIONAL COLLEGE AND WHICH IS FINANCED BY SIDA. THE FIRST PHASE--JUST BEGUN--IS TO DEVELOP A MODEL VILLAGE ON INTER-CAST LINES WITH AN AGRO-INDUSTRIAL BASE.

C. RURAL LABOR CAMPS OF THE NATIONAL LABOUR INSTITUTE: SEE APRA 3.

13. THE ILO IS CLEARLY EXPANDING ITS PROGRAMS FOR INDIA. BY 1977 THE PROJECTS WILL INVOLVE EXPENDITURES OF \$15 MILLION, A THREE-FOLD INCREASE SINCE 1974. THIS PROGRAM AT ITS PEAK WILL INVOLVE ABOUT 55 EXPERTS. ACCORDING TO A LOCAL ILO OFFICIAL, THE FOLLOWING TRENDS IN ITS INDIAN PROGRAMS ARE SIGNIFICANT: THE GOI IS GENERALLY NOT RECEPTIVE TO HAVING FOREIGN EXPERTS ASSIGNED FOR LONG TERMS. THE ILO IS THEREFORE MAKING GREATER USE OF RESIDENT EXPERTS AND INSTITUTIONS. IN-COUNTRY TRAINING RATHER THAN FOREIGN FELLOWSHIPS WILL

BE EMPHASIZED. THE ILO FOCUS WILL BE ON PROVIDING SEED  
MONEY FOR PROJECTS AND ENSURING THEIR SUPERVISION AND  
EVALUATION. IN MANY CASES LOCAL ILO STAFF WILL SERVE  
AS PROJECT MANAGERS.  
SCHNEIDER

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## Message Attributes

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**To:** STATE  
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